

78-32123
DD/A Registry

File Personnel

78-4030

78-4030

Subject

Executive Registry

78-3336

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : John F. Blake
Deputy Director for Administration

SUBJECT : Within-Grade Hiring of [REDACTED]

STATINTL

1. Action Requested: That you approve the recommendation contained in paragraph 3.

2. Background: The attached papers concern an exchange of correspondence between the Deputy to the Director for Resource Management and the Director of Personnel regarding the appropriate EOD salary for [REDACTED]

STATINTL USAF, who is converting from military to civilian status in the STATINTL Resource Management Staff. [REDACTED] proposed hiring [REDACTED] at the third step of a GS-13. The Office of Personnel believes that the first step of a GS-13 is quite generous since it is well beyond the normal guidelines used throughout the Agency of allowing a 5-7 percent increase in salary over the rate of pay the individual received previously, i.e., as an Air Force Officer. Using the new pay scale, [REDACTED] military pay and allowances approximate \$24,000 per year. As a GS-13, step 1, he would receive \$27,453, an increase of 14 percent. If he were to receive a GS-13, step 3, his pay increase over his military would be raised by 22 percent to \$29,283. Obviously, this greatly exceeds our guidelines.

3. Recommendation: We recommend that [REDACTED] be hired at GS-13, step 1.

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STATINTL

78-4030
DD/A Registry

John F. Blake

/s/ Frank C. Carlucci

APPROVED:

Deputy Director of Central Intelligence

DISAPPROVED:

Deputy Director of Central Intelligence

DATE: 20 OCT 1978

Dist:

Orig - Return to D/Pers

1 - DDCI 1 - OP/SPD

1 - ER 1 - D/Pers Chrono

1 - DDA 1 - Subject File

Originator:

(SAC/DO) - 11/11
Director of Personnel

STATINTL

14 SEP 1978

MEMORANDUM FOR: Director of Personnel

STATINTL FROM: [REDACTED]
Deputy to the DCI for Resource Management

STATINTL SUBJECT: Request for Within-Grade Hire -
[REDACTED]

REFERENCES: A. Your Memorandum of 6 September 1978
B. My Memorandum of 25 July 1978

I appreciate your efforts to insure that all the basic facts were considered in determining the grade and salary level which I offered

STATINTL to [REDACTED] As you requested, I have again reviewed the basis of my earlier decision and have concluded that my original offer STATINTL is justified. [REDACTED] is an outstanding officer, and during the time he has been a member of my Staff, I have had ample opportunity to review on a personal basis his ability and his accomplishments.

STATINTL Therefore, it is still my desire to hire [REDACTED] at the GS-13, Step 3 level and I would be most appreciative if you would continue to process him at that grade level.

STATINTL
[REDACTED]

6 SEP 1978

STATINTL

MEMORANDUM FROM: [REDACTED] Delegation to the DDCI for Resource Management

FROM : F. W. M. Janney
Director of Personnel

TO: STATINTL SUBJECT: Request for Advance In-Hire for [REDACTED]

REFERENCE : Your 25 July 1978 memorandum

STATINTL

1. Referenced memorandum requests that we process [REDACTED] for permanent cadre assignment with the Intelligence Consultancy Staff at a GS-13, Step 3 (\$37,726 per annum).

- STATINTL

2. [REDACTED] has stated on his Personal History Statement that his current salary is \$24,000 per annum. Our records in Military Personnel Branch indicate his base pay and non-taxable quarters and meals allowances to be around \$11,500. We assume that [REDACTED] has evaluated his other benefits (free medical and retirement) into the additional \$2,500 difference. If we use his \$24,000 figure as a basis, a GS-13, Step 3 will be a 15% increase over his current salary. The general guidelines used throughout the Agency are for a 5-7% increase for applicants who live in the area. It would appear that hiring [REDACTED] at the base of a GS-13 (\$26,022), which will give him an 18% increase over his stated salary, would be more in line with the Agency practice.

STATINTL

3. Under HQ [REDACTED] the Director of Personnel is charged with the responsibility to specifically approve proposed GSO salary rates that are higher than the base of the grade. Equality of treatment is a basic consideration in our approach to these cases. I request, therefore, that you reconsider your proposal in light of the salary guidelines set out above.

/s/ F.W.M. Janney

STATINTL

F. W. M. Janney
(5 Sept 78)

OP/SPD/PSB: [REDACTED] /3725

cc: DDCI

Distribution:

Original & 1 - Addressee

1 - D/Pers Chrono

✓1 - Applicant File

25 JUL 1978

MEMORANDUM FOR: Mr. F. W. M. Janney
Director of Personnel

STATINTL FROM: [REDACTED]
Deputy to the DCI for Resource Management
SUBJECT: Request for Within-Grade Hire

STATINTL

1. You are requested to process [REDACTED] for permanent cadre employment with the Intelligence Community Staff at the GS-13, Step 3 level, \$27,756 per annum.

STATINTL

2. [REDACTED] is presently on a reimbursable detail to the Intelligence Community Staff from the U.S. Air Force and is a key member of the Office of Program and Budget Development. During his assignment, which commenced in July 1977, [REDACTED] has demonstrated a professional capability to represent this office as a technical authority in interagency meetings and on high level staff work. He has displayed consistently outstanding judgment and initiative. We were particularly impressed with the manner in which he undertook the task of chairing joint budget reviews in producing the FY 79-83 Consolidated NFIP Budget.

STATINTL

3. [REDACTED] proven performance record in a GS-15 equivalent Program Evaluation Officer position makes him an ideal candidate for permanent cadre status with the IC Staff. [REDACTED] has over ten years of military service. Based upon our calculation of his military base pay and benefits, our offer of GS-13, Step 3, we believe, represents a reasonable salary increase.

STATINTL

4. Your expeditious processing of [REDACTED] transfer to the IC Staff will be appreciated. He will initiate action to resign his U.S. Air Force commission upon receipt of a firm job offer from this office.

[REDACTED]

STATINTL

Attachments:
Forms 1152 and 3917

APPROVED:

UNCLASSIFIED CONFIDENTIAL SECRET

OFFICIAL ROUTING SLIP

| TO | NAME AND ADDRESS | DATE | INITIALS |
|----|------------------------|--------------|-------------------|
| 1 | Executive Officer, DDA | | |
| 2 | Associate DDA | | |
| 3 | DDA | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |
| 7 | ACTION | DIRECT REPLY | PARAPHRASED REPLY |
| 8 | APPENDIX | DISPATCH | RECOMMENDATION |
| 9 | COMMENT | FILE | RETURN |
| 10 | CONCURRENCE | EXPLANATION | SIGNATURE |

Remarks:

Jack:

Ben tells me that he discussed this in-step hiring problem with you last week. You suggested at that time that we send you a copy of a memo he planned to send to [REDACTED] which STATINT you would forward to Mr. Carlucci. An extra copy of the memo is attached.

F. W. [REDACTED]
F. W. [REDACTED]

| | |
|-----------------------------------|--------------|
| FOLD HERE TO RETURN TO L-2-2-17 | |
| FROM: NAME, ADDRESS AND PHONE NO. | DATE |
| Director of Personnel | 8 SEP 1976 |
| UNCLASSIFIED | CONFIDENTIAL |
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